

## Message Text

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ACTION LAB-06

INFO OCT-01 SS-15 EA-11 EB-11 SIL-01 ADP-00 RSR-01 RSC-01

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FOR S/S

E.O. 11652: N/A

TAGS: ELAB, OCON, JA

SUBJECT: LABOR COUNTERPART LUNCHEON

1. FOLLOWING IS UNCLEARED MEMORANDUM OF CONVERSATION OF LABOR  
COUNTERPART LUNCHEON JULY 17, 1973.

2. PARTICIPANTS:

FOR THE JAPANESE MINISTRY OF LABOR:

MR. TSUNETARO KATO, MINISTER OF LABOR

MR. TAKUJI ISHIGURO, ADMINISTRATIVE VICE-MINISTER OF LABOR

MR. KENJI WATANABE, DIRECTOR GENERAL, LABOR STANDARDS BUREAU

MRS. NOBUKO TAKAHASHI, DIRECTOR-GENERAL, WOMEN'S AND MINORS  
BUREAU.

MR. YUKIYOSHI KUNOGI, DEPUTY VICE-MINISTER FOR INTERNATIONAL  
LABOR AFFAIRS.

MR. AIKIRA NAKAHARA, DEPUTY DIRECTOR-GENERAL, EMPLOYEMENT  
SECURITY BUREAU.

MR. MIKIO MORIKAWA, HEAD, INTERNATIONAL LABOR AFFAIRS  
DIVISION.

MR. OSAMU OHKAWARA, PUBLIC RELATIONS OFFICER FOR  
INTERNATIONAL AFFAIRS.

FOR THE UNITED STATES DEPARTMENT OF LABOR

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MR. RICHARD F. SCHUBERT, UNDER SECRETARY OF LABOR  
MR. JOEL SEGALL, DEPUTY UNDER SECRETARY FOR INTERNATIONAL  
LABOR AFFAIRS.  
MR. RUST M. DEMING, SECOND SECRETARY (ASSISTANT LABOR  
ATTACHE), U.S. EMBASSY.  
MR. DOUGLAS B. MCNEAL, THIRD SECRETARY, U.S. EMBASSY

3. AGENDA ITEM I

A PROGRESS REPORT ON THE JOINT STUDY ON OCCUPATIONAL SAFETY  
AND HEALTH.

BOTH SIDES EXPRESSED THEIR SATISFACTION WITH THE STUDY AND  
AGREED TO EXCHANGE INFORMATION ON NEW DEVELOPMENTS IN THE FIELD.  
PROCEDURES FOR THIS WILL BE WORKED OUT BETWEEN THE MINISTRY OF  
LABOR AND THE AMERICAN EMBASSY.

4. AGENDA ITEM II. NEW MANPOWER POLICIES: THE BASIC EMPLOYMENT  
MEASURES PLAN (1972-1976)

MINISTER KATO, IN DISCUSSING THE MOL'S NEW BASIC EMPLOYMENT  
MEASURE PLANS, MADE THE FOLLOWING POINTS:

1. WITH FULL EMPLOYMENT, ATTENTION HAS NOW SHIFTED  
TO QUALITATIVE ASPECTS OF LABOR, INCLUDING GIVING WORKERS  
GREATER JOB SATISFACTION.

2. THE PLAN ALSO ATTEMPTS TO DEAL WITH THE INCREASING AGE  
OF THE JAPANESE WORK FORCE. IN THIS CONNECTION HE ASKED FOR  
INFORMATION ON U.S. LAWS PROHIBITING DISCRIMINATION ON THE BASIS  
OF AGE.

MR. SCHUBERT DESCRIBED THE 1967 AGE DISCRIMINATION EMPLOYMENT  
ACT. HE OFFERED TO SUPPLY MORE INFORMATION ON THE LEGISLATION  
AND THE DEPARTMENT'S EXPERIENCE OVER THE LAST FIVE YEARS.  
MINISTER KATO ASKED FOR THIS INFORMATION.

MR. SCHUBERT SAID THAT THE SUBJECT OF JOB SATISFACTION  
WAS RECEIVING GREAT ATTENTION IN THE U.S. AND THAT THE  
TWO GOVERNMENTS MIGHT WISH TO EXCHANGE INFORMATION ON IT. HE  
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SUGGESTED THAT THE PROBLEM MIGHT BE A SUITABLE TOPIC FOR A FUTURE  
JOINT STUDY.

5. AGENDA ITEM III. LABOR WELFARE POLICIES FOR WORKERS.

MINISTER KATO MADE SOME "OFF THE RECORD" COMMENTS ON THE  
POLITICAL BACKGROUND OF LABOR MINISTRY WELFARE POLICIES. HE  
NOTED THAT PRIME MINISTERS IKEDA AND SATO HAD EMPHASIZED PRO-

DUCTION AND GROWTH BUT MR. TANAKA WAS ELECTED PRIME MINISTER IN 1972 ON THE PLEDGE THAT HE WOULD IMPROVE THE QUALITY OF LIFE AND INCREASE NATIONAL WELFARE PROGRAMS. AS A POLITICIAN, MINISTER KATO STATED HE MUST WORK TO KEEP MR. TANAKA'S ELECTION PROMISES AND TO PREVENT THE LDP FROM LOSING ITS MAJORITY IN THE UPPER HOUSE ELECTION NEXT YEAR. THE SYSTEM FOR WORKERS' PROPERTY ACCUMULATION (WPA), WHICH ENCOURAGES SAVINGS AND PROMOTES THE CONSTRUCTION OF PRIVATE HOMES, IS OF COURSE FOR THE BENEFIT OF THE JAPANESE WORKER, BUT IT ALSO HAS A POLITICAL PURPOSE: CONVINCE THE JAPANESE WORKER THAT THE LDP CAN PUT INTO EFFECT WELFARE PROGRAMS. MINISTER KATO EMPHASIZED THAT THE LABOR MINISTRY BUREAUCRACY WAS WORKING ON WELFARE, NOT POLITICS, BUT HE AS AN LDP DIET MEMBER COULD NOT IGNORE THE POLITICAL IMPLICATION.

MINISTER KATO THEN REQUESTED INFORMATION ON STOCK OWNERSHIP AND PROFIT-SHARING PLANS IN THE UNITED STATES.

MR. SCHUBERT SAID THE POLICY OF THE UNITED STATES GOVERNMENT IN REGARD TO WORKER WELFARE PROGRAMS WAS TO LEAVE IT TO THE COLLECTIVE BARGAINING PROCESS UNLESS THE SYSTEM BREAKS DOWN. AS AN EXAMPLE OF THE LATTER, HE MENTIONED PRESIDENT NIXON'S RECENT PROPOSAL TO GUARANTEE PRIVATE PENSION PLANS AND TO GRANT SOME TAX RELIEF TO SELF-EMPLOYED PERSONS.

MR. SEGALL POINTED OUT THAT THE UNITED STATES ENCOURAGES SAVINGS AND THE PURCHASE OF HOUSING THROUGH FISCAL POLICIES DIRECTED AT ALL CITIZENS, NOT JUST WORKERS.

MR. SCHUBERT, RESPONDING TO MR. KATO'S QUESTION ABOUT PROFIT-SHARING, POINTED OUT THAT THERE IS NO U.S. GOVERNMENT ENCOURAGEMENT OF THE CONCEPT, AND THAT THIS PROGRAM IS NOT YET WIDELY PRACTICED. HE STATED THAT A UNIT OF THE DEPARTMENT OF LIMITED OFFICIAL USE

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LABOR IS NOW DOING A STUDY ON PROFIT-SHARING AND MR. ISHIGURO ASKED FOR THE RESULTS OF THE STUDY.

6. AGENDA ITEM IV. PRICE FLUCTUATIONS, BUSINESS TRENDS, AND LABOR PROBLEMS.

MINISTER KATO MENTIONED THAT THE UNPRECEDENTED 20 PERCENT ANNUAL RATE OF WAGE SETTLEMENTS IN THE 1973 "SPRING OFFENSIVE" HAD LED TO OVERHEATED ECONOMIC CONDITIONS, AND A GREAT DEAL OF PUBLIC ATTENTION. HE REQUESTED A SKETCH OF THE STEPS AND RESULTS OF PHASES I, II, AND III OF PRESIDENT NIXON'S NEW ECONOMIC POLICY.

RESPONDING FIRST, MR. SCHUBERT COMMENTED THAT DURING PHASE III, WHICH HAD JUST ENDED, THERE HAD BEEN GREAT RESTRAINT ON

THE PART OF THE LABOR UNIONS. HE SAID THAT HIS ESTIMATE WAS THAT THE LABOR UNIONS WOULD GO ALONG WITH PHASE IV, AS LONG AS THE RESTRAINTS ON PRICES WERE AS VISIBLE AS THOSE ON WAGES. MR. SCHUBERT THEN GAVE A SHORT SKETCH OF THE THREE PHASES TO DATE.

V. AGENDA ITEM V. RECENT POLICIES FOR WOMEN WORKERS

MRS. TAKAHASHI MADE THE FOLLOWING OBSERVATIONS ABOUT WOMEN WORKERS:

1. THE 11 MILLION WOMEN NOW IN PAID EMPLOYMENT CONSTITUTE ONE-THIRD OF THE WORKING FORCE.

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2. THE NUMBER OF WORKING MARRIED WOMEN HAS BECOME MUCH GREATER, AMOUNTING TO 57 PERCENT OF THE TOTAL NUMBER OF WOMEN EMPLOYED.

3. THE JAPANESE GOVERNMENT IS SEARCHING FOR WAYS TO IMPROVE WOMEN'S USE OF THEIR ABILITIES AND TO RECONCILE THEIR DUAL ROLES AS MOTHERS AND WORKERS.

8. AGENDA ITEM VI. A JOINT STUDY ON WOMEN IN THE WORK FORCE. MRS. TAKAHASHI COMMENTED ON THE LONG HISTORY OF WOMEN WORKERS IN THE UNITED STATES AND THE 50-YEAR HISTORY OF THE DEPARTMENT

OF LABOR'S WOMEN'S BUREAU. SHE STATED THAT IT WOULD BE USEFUL TO EXCHANGE INFORMATION ON THE EXPERIENCES OF BOTH COUNTRIES AND THAT FOR THIS REASON WOMEN IN THE WORK FORCE HAD BEEN PUT FOREWARD AS A JOINT STUDY TOPIC.

MR. SCHUBERT RESPONDED THAT THE TOPIC WAS ALSO A TIMELY ONE IN THE UNITED STATES. 39 PERCENT OF OUR WORK FORCE IS FEMALE, MANY OF WHOM ARE MATURE WOMEN. HE SUGGESTED THAT THE DATA PRODUCED BY THE CURRENT STUDY BE USED AS A BASE LINE FOR THE JAPAN-AMERICAN STUDY. HOWEVER, NOTING THE EMPHASIS BY MILITANT PROPONENTS OF WOMEN'S RIGHTS ON /OPPORTUNITY" RATHER THAN /PROTECTION," HE SUGGESTED THE

TERM "PROTECTION" NOT BE USED IN THE TITLE OF THE STUDY.  
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MR. SCHUBERT REVIEWED RECENT STEPS TAKEN BY THE UNITED STATES INCLUDING 1) EQUAL PAY ACT, 2) THE REQUIREMENT THAT THE 250,000 US GOVERNMENT CONTRACTORS TAKE "AFFIRMATIVE ACTION" TO SEE THAT WOMEN NOT BE DISCRIMINATED AGAINST ON THE BASIS OF SEX, AND 3) THE EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1965, AS AMENDED. HE SUGGESTED THAT THE EMBASSY AND THE LABOR MINISTRY AGREE ON AN OUTLINE FOR THE JOINT STUDY.

MR. ISHIGURO AGREED TO FURTHER CONSULTATIONS THROUGH DIPLOMATIC CHANNELS ON THE DETAILS OF THE STUDY.

#### 8. OTHER TOPICS.

IN RESPONSE TO MR. SCHUBERT'S SUGGESTION THAT THE RELATIONSHIP BETWEEN THE GOVERNMENT AND ITS EMPLOYEES BE THE SUBJECT OF A FUTURE JOINT STUDY, MR. ISHIGURO SAID THAT THIS TOPIC WAS SUCH AN ACUTE POLITICAL PROBLEM IN JAPAN THAT IT WAS TOO SENSITIVE TO BE TAKEN UP AS A JOINT STUDY PROJECT.

MINISTER KATO BROUGHT UP THE SUBJECT OF THE TRAVEL OF JAPANESE TRADE UNION LEADERS TO THE UNITED STATES. POINTING OUT THAT, UNLIKE EMPLOYERS AND THE GENERAL PUBLIC, MANY TRADE UNION LEADERS CANNOT VISIT THE US EASILY BECAUSE OF THEIR POLITICAL AFFILIATIONS, HE ASKED FOR CONTINUATION AND ENLARGEMENT OF THE PROGRAM. HE CITED THE TENDENCY OF SUCH LEADERS TO ACT ON AN IDEOLOGICAL BASIS, RATHER THAN ON THE MERITS OF A CASE, BUT HE ALSO POINTED OUT THAT SEVERAL TRADE UNION LEADERS WHO HAD BEEN TO THE UNITED STATES AND HAD SEEN ITS SOCIAL SYSTEM IN ACTION HAD RETURNED TO JAPAN WITH A COMPLETELY CHANGED WAY OF THINKING ABOUT THE US. MINISTER KATO EXPRESSED HIS GRATITUDE FOR THE PROGRAM AND WISHED THAT IT MIGHT BE EXPANDED.

MR. SEGALL COMMENTED ON THE SATISFACTION THAT THE  
DEPARTMENT OF LABOR HAD FELT OVER THE SUCCESS OF ITS PROGRAM  
OF INVITING FOREIGN TRADE UNION LEADERS TO OBSERVE THE 1972  
PRESIDENTIAL ELECTION.

MR. SCHUBERT EXPRESSED THE HOPE THAT MINISTER KATO MIGHT  
BE ABLE TO VISIT SECRETARY BRENNAN IN THE UNITED STATES, AND  
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MINISTER KATO SAID THAT HE, TOO, HOPED HE WOULD BE ABLE TO GO  
SOMETIME IN THE FUTURE.  
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